



## **Educator Evaluation Management**

### **Questions from EEM Transition Webinars (Session 1 and Session 2)**

#### **Section 1: Cost**

1. Will the district be responsible for the program cost?
  - A. *RIDE will pay for the cost and training for migrating to the new system for the 2017-18 school year, as it is the last year of a 3-year contract we have with Frontline.*
2. What happens if RIDE does not commit to pay for system after contract is up?
  - A. *When the contract is up at the end of SY 17-18, RIDE intends to renegotiate another 3-year contract with Frontline. Not knowing future costs and whether RIDE can continue to pay for the system in full, districts could be asked to contribute to some amount of cost sharing. It is important to note that this would be the case whether the transition was taking place or not.*
3. When will we have an idea of the cost for 2018-2019 etc. for planning purposes?
  - A. *Once RIDE is able to begin negotiations for 2018-2019 contracts, we will be able to share possible costs.*
4. Will the district need to purchase additional platforms from Frontline in order to access the evaluation system?
  - A. *No. However, 95% of RI districts already use AESOP, Frontline's absence management system so educators will be able to use the same login for EEM. Districts must pay if they chose to purchase other systems that Frontline offers.*
5. Will all districts have access to AESOP as part of this new contract?
  - A. *No. If a district is not already using AESOP, they must purchase it on their own as many other districts already have.*
6. To clarify, would there be a cost to schools for customizing the new EPSS?
  - A. *There will be no costs to districts for the 2017-18 school year. RIDE has committed to paying for the transition and training of this new system.*

#### **Section 2: Data migration and system requirements**

1. What are the system requirements for running the system? Does it work on all browsers, etc?
  - A. *Yes, it works on all browsers as well as mobile devices.*



2. Will all historical data from EPSS be converted into the EEM? Who is responsible for migrating the data over to the new system – LEAs or RIDE?
  - A. *Forms will be exported from EPSS into EEM as PDF files, not “OASYS” forms. RIDE will work with Frontline to ensure that all data is transferred over. But LEAs will be responsible to make sure all forms are properly submitted and finalized in EPSS.*
3. Does the artifacts feature work the same or is it more user friendly?
  - A. *The artifact feature does have the same functionality. In fact, it is more user-friendly as are the other features of the new system.*
4. I know that we do not have a formal timeline as RIDE is still working out contracts but would it be ready with enough time to get to know, customize, and implement for September.
  - A. *Yes, we are planning to implement this new system for the beginning of the 2017-18 school year.*

### **Section 3: User management and training**

1. Are permissions going to be the same?
  - A. *EPSS uses roles in RIDEmap. However, RIDEmap will not be involved with Frontline Evaluation. The same rights that exist in EPSS will also be available in Frontline Evaluation, but there will also be additional district-level permissions not currently employed in EPSS/RIDEmap (e.g. access to Form Designer)*
2. I am of the group who administers this system. I do not use it. How this will change?
  - A. *When using EEM, this will not change a whole lot. Users who need to administer the system, but who are not evaluated themselves, can be granted the necessary permissions to perform their administrative functions. Such an individual simply would not be assigned an Evaluation Type – just as in EPSS.*
3. If we use Frontline (AESOP) for attendance, will there be one user login for everything?
  - A. *Yes, you will use the same login that you already use for AESOP. You will be adding Educator Evaluation management to your current portal, and a separate portal will not necessary.*
4. What is entailed in the migration if move to the new system?
  - A. *Districts will receive training on how to log in – which will be different from the RIDEmap portal. Use of the system is in many ways very similar to EPSS, so existing EPSS users should be very comfortable performing typical tasks on Day 1. Old forms will be exported as PDFs and can be accessed in educators’ artifact repositories.*



5. Will you be having training for the users of this new system?
  - A. *Yes. Currently, we are working with Frontline to develop multiple modes of training for this summer and early fall (i.e., in-person sessions, webinars, videos, etc.). In addition, the EEM contains a learning center with documentation focused on DCAs - users who are responsible for assigning roles and permissions for others, managing forms, etc. DCAs can also submit help tickets direct to Frontline just like any other staff member.*
6. Are forms only customizable by the DCA and not administrators? Also, are forms customizable only at the district level or can this be done on a building level?
  - A. *Any user who is assigned the Form Designer role to will be able to customize forms. Typically forms are created at the district level but additional forms can be created at the building level if your district so chooses to give permissions to principals to also create forms.*
7. In regards to user accounts and access – will the current staff who have access to EPSS in RIDEmap have the same access in Frontline or will we need to adjust the access and security settings?
  - A. *Rights and permissions will need to be established in the setup process with each district. There are permissions you will be able to grant that you could never grant in EPSS such as form designer. During configuration we will teach the district what each right means but then it's up to you to manage who gets what permissions/rights.*

#### **Section 4: Evaluation Frameworks and Content**

1. Do all of the frameworks and categories for EPSS stay the same or are those customizable as well?
  - A. *The rubric frameworks you will use are the ones approved for your model (e.g., the Rhode Island Model uses Danielson's 2013 framework). However, you can customize the other categories as long as they are within the parameters of your district's evaluation model.*

#### **Section 5: EOY Data Reporting**

1. Will RIDE still be pulling our data right from EEM for the year's FERR or will we have to upload to you?
  - A. *Yes, data will be exported from EEM. The process for this year's FERR follows all EPSS guidelines set forth for the 2016-17 school year. Next year, RIDE will also set guidance for "closing out" final effectiveness ratings in the new system, EEM. We anticipate the process to be very similar (i.e., submitting all rating forms and a FERR form).*



## Section 6: Other

1. When will we launch this program?
  - A. *The plan is for districts to be ready to use the new EEM system for the beginning of the 2017-18 school year.*
2. Are we required to make this change?
  - A. *No. If you choose not to transition to EEM, you will need to develop your own system of evaluation management. Please note that the EPSS will no longer be an option for use as EEM is effectively replacing EPSS for the 2017-18 school year.*
3. Will we check directly with Frontline about other tools, such as online PD Frontline has?
  - A. *Absolutely. One of the many benefits of migrating to the new system is the seamless integration to Frontline's other tools and products.*
4. Will roster verification be added to EEM next year?
  - A. *At this time, we do not anticipate doing roster verification next year either.*